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PETITION TO THE EU PARLIAMENT FOR MORE REGULATED SYSTEM OF POSTING JOB OFFERS BY EUROPEAN UNION COMPANIES FOR MEMBERS OF THE EUROPEAN UNION ON THE EURES PORTAL

Summary

We petition the European Parliament to require all employers and recruitment intermediaries in EU Member States that recruit workers from other Member States to publish those cross-border vacancies centrally on the EURES portal (https://europa.eu/eures/portal) and to strengthen EURES with mandatory data collection, complaint handling, and targeted insurance protections for jobseekers.

Proposed legislative measures

1. Mandatory posting
    a. Require that any vacancy open to applicants from other EU/EEA/Swiss Member States must be posted on EURES as the primary public listing before or at the moment of other public advertising.
2. Verified employer identity and vacancy validation
    a. Require employers to register with a verifiable digital identity and provide proof of business registration, contact person, and local labour contract template before vacancy activation.
3. Outcome tracking and data collection

a. Require EURES to record whether applicants who applied through the portal obtained the job and collect anonymized outcome metrics (hire rate, contract type, start date) for monitoring and evaluation.

4. Complaint and redress module
    a. Add a secure, auditable complaint reporting function in EURES that allows jobseekers to report fraud, undeclared working conditions, contract breaches, wage non-payment, illegal deductions, and health/safety violations linked to a posted vacancy.
5. Emergency travel and interim health coverage fund
    a. Establish an EU-managed insurance mechanism financed by a small levy on posted cross-border vacancies or employer contributions that covers:
        i. Return travel costs for jobseekers who can prove the vacancy was fraudulent.
        ii. Short-term emergency health costs incurred while traveling to take up employment when the jobseeker is not yet covered by national insurance.
6. Enforcement, sanctions and cooperation
    a. Empower national labour authorities and EURES National Coordination Offices to suspend or remove listings, issue fines for non-compliance, and cross-notify labour inspectorates across Member States when serious complaints arise.
7. Data protection and anti-discrimination safeguards
    a. Ensure all data collection complies with EU data protection law and include anti-discrimination checks to prevent biased automated filtering or profiling of applicants.

Benefits for jobseekers

- Time savings and reduced search fragmentation by centralizing cross-border offers, increasing the efficiency of job search and lowering costs for applicants.
- Greater transparency on employer identity, contract terms and vacancy legitimacy, lowering exposure to fraud and exploitative schemes.
- Faster access to complaint mechanisms and cross-border enforcement when rights are violated.
- Financial protection against fraudulent placements and emergency medical costs during relocation, reducing personal risk when pursuing mobility.
- Better labour market information and matching through outcome tracking, improving long-term job mobility and career planning.

Benefits for employers and recruiters

- Access to a larger, pan-European talent pool from a single trusted channel, increasing applicant volume and quality while reducing duplicated advertising costs.
- Stronger marketplace trust increases applicant conversion rates and reduces time-to-hire for reputable employers.
- Verified-employer status on EURES becomes a competitive signal that helps attract qualified candidates.
- Standardized vacancy templates and cross-border administrative support from EURES reduces legal uncertainty and recruitment overhead.
- Clear complaint channels and transparent records reduce reputational risk from bad actors while enabling faster resolution of misunderstandings.

Benefits for the European Union and Member States

- Improved EU labour mobility consistent with the Single Market objectives, supporting economic convergence and addressing regional skill shortages.
- Better evidence base for policymaking through standardized outcome metrics and complaint data to target inspections, funding and upskilling programs.
- Reduction in fraud and exploitation lowers costs to social systems and public services and strengthens social cohesion.
- Harmonized procedures across Member States simplify regulatory compliance and promote fair competition among employers.
- Increased trust in EU digital services and institutions by offering measurable protections to citizens exercising their right to work across borders.

Implementation roadmap (high-level)

1. Legislative amendment: Adopt an EU regulation requiring mandatory posting of cross-border vacancies to EURES and defining minimum technical, identity and outcome data requirements.

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2. Platform upgrade: Fund and deploy EURES enhancements (employer verification, complaint workflow, outcome tracking, insurance payment connector).
3. Pilot phase: Roll out initially in high-mobility sectors (care, transport, construction, IT) and evaluate metrics after 12 months.
4. Full deployment: Phase in across all sectors with accompanying guidance, national coordination agreements, and capacity building for labour inspectorates.
5. Monitoring and review: Publish annual performance reports and adjust levy/insurance parameters and enforcement tools as needed.

Requested actions from the European Parliament

- Draft and adopt a regulation amending the legal framework for EURES to make cross-border vacancy posting mandatory and to mandate the listed platform functions and protections.
- Allocate transitional funding for technical upgrades and Member State capacity building.
- Mandate annual public reporting on outcomes, complaints, enforcement actions and insurance fund utilization.

With regards for the improvement of legislatures for the rights and liberties of the European citizens.

K Pawlak

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Arcticus Blancus (Latin), Blanków (Polish).

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